

# BMW (UK) MANUFACTURING LTD. 2018 GENDER PAY GAP REPORT.

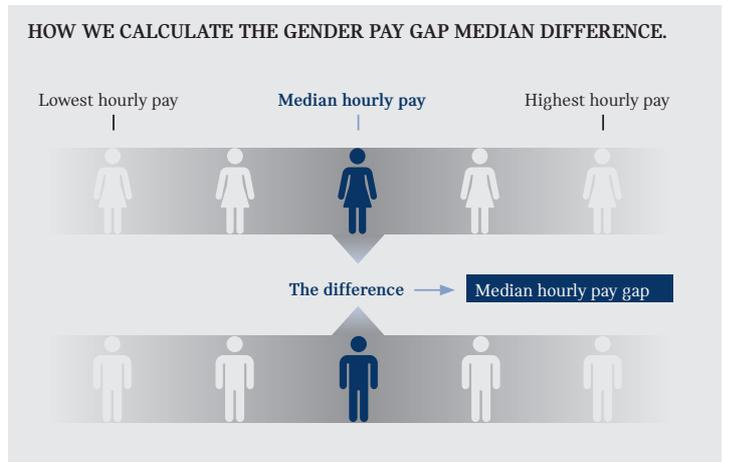
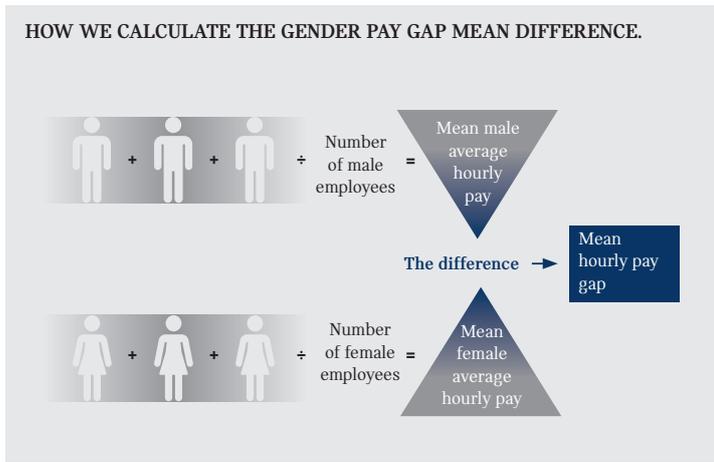


Plant Oxford is the heart of MINI. It's where all the parts are assembled and come together to make road-ready MINI models. At the time of the 2018 reporting period, BMW (UK) Manufacturing Ltd employed 3079.

## WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference between the average pay and bonuses of all men and women across an organisation.

The Gender Pay Gap does not measure equal pay, which relates to what women and men are paid for performing equal work.



## OUR RESULTS.

The Gender Pay Gap Data for Plant Oxford on 5 April 2018 is as follows;

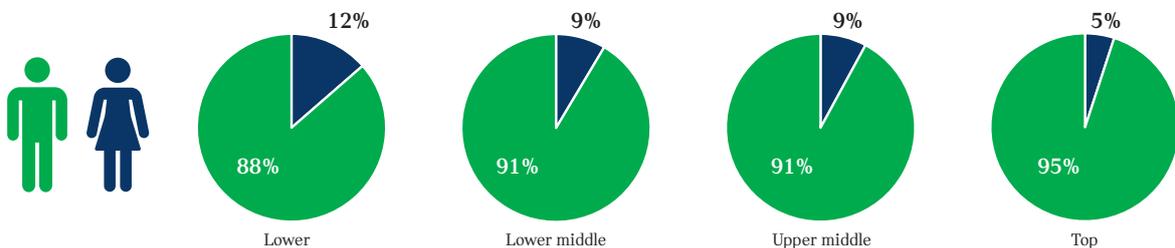
MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (Middle)
Gender Pay Gap	7.9%	2.9%
Gender Bonus Gap	13.3%	2.9%

### PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS:



### SALARY QUARTILES.

The proportion of males/females in each quartile pay band is as follows:



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## UNDERSTANDING THE GAP.

As is typical of many manufacturing companies, our workforce is comprised of considerable more men than women. At MINI Plant Oxford our employees are 91% male and 9% are female.

There are a number of factors which drive our Gender Pay Gap results, however we have identified 3 key areas;

**1. Working patterns.** There is a higher proportion of men working in production and engineering roles who operate on shift patterns which attract a shift premium payment.

**2. Women in Senior Leadership Roles.** We currently have relatively few women in leadership roles at MINI Plant Oxford.

**3. Part time roles.** There is a higher proportion of women than men who work part time. Whilst this has no impact upon a women's hourly basic pay, it does impact other elements of total remuneration, including bonus payments.

## 2017-2018.

When we compare our results from 2017, we have seen an overall improvement in our gender pay gap figures. We are of course pleased to report progress, however we do recognise we still have work to do and improvements will not be linear. Our results are undoubtedly still vulnerable to any changes in our small female population, such as transfers within our global or UK network.

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## CLOSING THE GAP.

As outlined in our 2017 report, we are undertaking a number of different approaches to improve our ability to attract, engage and develop women. These include, a Girls Go Technical programme, on-line Diversity training and a review of our recruitment practices, specifically focusing on apprenticeships and engaging local schools.

In 2018 and into 2019 we continue to focus on building a diverse and inclusive environment and we are working with the Enei (Employers network for Equality and Inclusion) to help in our diversity journey.

We understand that initiatives are not enough on its own and our progress will be underpinned by living a corporate culture that promotes tolerance, mutual respect and equality of opportunity.

We are committed to being transparent about our progress and recognise that meaningful change will take time. However, we believe that we are on the right road to change.

We confirm that the data reported is accurate and meet the requirements of the Regulations.



**Frank Bachmann**  
Plant Director



**Robert Shankly**  
Human Resources Director